

AMENDED IN ASSEMBLY APRIL 11, 2016

CALIFORNIA LEGISLATURE—2015–16 REGULAR SESSION

Assembly Concurrent Resolution

No. 155

Introduced by Assembly Member Campos

(Coauthors: Assembly Members Achadjian, Alejo, Atkins, Baker, Bigelow, Bloom, Bonilla, Bonta, Brown, Burke, Calderon, Chang, Chau, Chávez, Chiu, Chu, Cooley, Cooper, Dababneh, Dahle, Daly, Dodd, Eggman, Frazier, Cristina Garcia, Eduardo Garcia, Gatto, Gipson, Gomez, Gordon, Gray, Grove, Hadley, Holden, Irwin, Jones-Sawyer, Kim, Lackey, Levine, Linder, Lopez, Low, Maienschein, Mathis, McCarty, Medina, Melendez, Mullin, Nazarian, O'Donnell, Olsen, Quirk, Ridley-Thomas, Rodriguez, Salas, Santiago, Steinorth, Mark Stone, Thurmond, Ting, Waldron, Weber, Wilk, Williams, and Wood)

March 28, 2016

Assembly Concurrent Resolution No. 155—Relative to Equal Pay Day.

LEGISLATIVE COUNSEL'S DIGEST

ACR 155, as amended, Campos. Equal Pay Day

This measure would proclaim April 12, 2016, as Equal Pay Day in recognition of the need to eliminate the gender gap in earnings by women and to promote policies to ensure equal pay for all.

Fiscal committee: no.

- 1 WHEREAS, More than 50 years after the passage of the Equal
- 2 Pay Act, women, especially minority women, continue to suffer
- 3 the consequences of unequal pay; and

1 WHEREAS, According to a report by the National Partnership
2 for Women & Families, women in California earned a median of
3 \$0.84 for each dollar earned by men as of October 2014; and

4 WHEREAS, As reported by the United States Census Bureau,
5 women working full time, year round in 2013, typically earned 78
6 percent of what men earned, indicating little change or progress
7 in pay equity; and

8 WHEREAS, According to “The Simple Truth about the Gender
9 Pay Gap,” a report by the American Association of University
10 Women (AAUW), the gender pay gap is even larger for women
11 of color, where African American women earned 63 percent and
12 Latina women earned 54 percent of what men earned in 2014; and

13 WHEREAS, According to “Graduating to a Pay Gap,” a 2012
14 research report by the American Association of University Women
15 (AAUW), the gender pay gap is evident one year after college
16 graduation, even after controlling for factors known to affect
17 earnings, such as occupation, hours worked, and college major;
18 and

19 WHEREAS, In 2011, the Georgetown University Center on
20 Education and the Workforce found that college-educated women
21 working full time earn \$650,000 less than their male peers do over
22 the course of a lifetime; and

23 WHEREAS, In 2009, the Lilly Ledbetter Fair Pay Act was signed
24 into law, which gives back to employees their day in court to
25 challenge a pay gap. Now we must pass the Paycheck Fairness
26 Act, which would amend the Equal Pay Act by closing loopholes
27 and improving the law’s effectiveness; and

28 WHEREAS, In 2015, California passed SB 253, strengthening
29 the state’s existing Equal Pay Act by eliminating loopholes that
30 prevent effective enforcement of gender-based discrimination and
31 empowering employees to discuss pay without fear of retaliation,
32 providing one more tool to tackle the problem; and

33 WHEREAS, Nearly four in 10 mothers are primary breadwinners
34 in their households and nearly two-thirds are primary or significant
35 earners, making pay equity critical to families’ economic security;
36 and

37 WHEREAS, A lifetime of lower pay means women have less
38 income to save for retirement and less income counted in a social
39 security or pension benefit formula; and

1 WHEREAS, Fair pay equity policies can be implemented simply
2 and without undue costs or hardship in both the public and private
3 sectors; and

4 WHEREAS, Fair pay strengthens the security of families today
5 and eases future retirement costs while enhancing the American
6 economy; and

7 WHEREAS, Tuesday, April 12, symbolizes the time in 2016
8 when the wages paid to American women catch up to the wages
9 paid to men from the previous year; now, therefore, be it

10 *Resolved by the Assembly of the State of California, the Senate*
11 *thereof concurring*, That the Legislature proclaims Tuesday, April
12 12, 2016, as Equal Pay Day in recognition of the need to eliminate
13 the gender gap in earnings by women and to promote policies to
14 ensure equal pay for all; and be it further

15 *Resolved*, That the Chief Clerk of the Assembly transmit copies
16 of this resolution to the author for appropriate distribution.